A2010-3

ALA Survey of Librarian Salaries 1991

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ALA Survey Report

American Library Association
Office for Research and
Office for Library Personnel Resources

American Library Association
Chicago and London 1991

ISBN: 0-8389-3401-3
ISSN: 0747-7201

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Acknowledgments

The authors wish to thank the many respondents who completed our questionnaires. Without their cooperation, this report would not be possible. We are grateful to the Association of Research Libraries for sharing data with us as described in Appendix D and especially to Gordon Fretwell of the University of Massachusetts at Amherst who produced a printout of ARL data for us. We are also grateful to Katy Sherlock, Sylvie Temperley, and other staff at the Library Research Center of the School of Library and Information Science at the University of Illinois who managed the mailings and processed the returns. Finally, thanks are due to Laura Schulte for skillfully preparing the text and tables in Word Perfect and printing them on a QMS laser printer. Dianne Rooney provided advice on design of the text and Maxine Moore helped with word processing.

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Introduction

Librarians, the people who hire them, and interested others often ask the ALA Office for Library Personnel Resources (OLPR) to tell them what salary might be paid to a librarian in a particular position, working in a particular type of library, in a particular part of the U.S. To fill the need for information of this kind, ALA begin conducting a periodic survey of salaries for full-time professionals in academic and public libraries. Reports were published biennially from 1982 to 1988 and became annual in 1989.

This report, the seventh in a series, presents salaries paid to incumbents in seven positions commonly found in U.S. academic and public libraries. Salaries were reported as of January 1, 1991. For each of six positions, the report contains six tables, one for each of five library types and one for all five combined. The seventh position--children's and/or young adult services librarian--is shown only for public libraries. Each of the tables shows the range, mean, first quartile, median, and third quartile of salaries in four geographic regions. Salaries paid to beginning professionals are also displayed in the same way.

The 1991 report shares the following characteristics with its immediate predecessor:

- It is based on a survey of **libraries**, not individual librarians.
- It is based on a survey of **full-time** positions.
- It is based on a survey of **public and academic** libraries only. (Sources for salaries in other libraries are given in Appendix A).
- The public and academic library universe is stratified by the same **type/size criteria**: public libraries serving populations of from 25,000 to 99,999, public libraries serving populations of 100,000 or more, two-year colleges, four-year colleges, and universities. (The last category includes all institutions offering work beyond the bachelor's level).
- The nation is stratified into the same **geographic areas**: North Atlantic, Great Lakes and Plains, Southeast, West and Southwest (see Appendix D for lists of states).
- It shows **salaries paid** to incumbents as of January 1st of the survey year.
- It shows the **first quartile, median, and third quartile** for salaries paid in each type/size of library and region in addition to the mean and range (low and high) for each position reported.

Two changes were made in the 1991 questionnaire. For the first time, the instructions specified that salaries should be reported only for full-time staff *with master's degrees from graduate library education programs accredited by ALA*. In previous years, the instructions asked for "professional" positions and quoted the definition of professional given in ALA's policy on "Library Education and Personnel Utilization." The wording was changed because survey users indicated that data would be more useful if the degree was specified. The wording will be continued in future years.

The 1991 survey also contained two questions asked on a one-time-only basis:

> Is your library currently involved or have you been involved within the last three years in any pay equity or other job evaluation/position classification studies? ___ yes ___ no
>
> If yes, may we contact you at a later date for more information? ___ yes ___ no

Three hundred and thirty-eight libraries responded positively to the first question and over 85% of them responded positively to the second. ALA will use these responses to collect further information on pay equity strategies and job classification methods and findings.

The Library Research Center of the University of Illinois Graduate School of Library and Information Science performed the mailing, processing, and computer analysis of the questionnaires. ALA's OFR and OLPR used that analysis to produce this report. Mary Jo Lynch, Director of ALA's Office for Research, directed the project and wrote this report with assistance from Margaret Myers, Director of ALA's Office for Library Personnel Resources and Jeniece Guy, OLPR Assistant Director. Myers was responsible for Appendix A, B, and C.

We hope the results of the survey will be useful to employers of librarians who need this information in administering an equitable pay plan and to librarians seeking employment or career advancement.

Results

The survey questionnaire was mailed to 1,517 randomly selected libraries in January 1991. Samples were drawn from twenty groups of libraries formed by stratifying five type-of-library categories by four regions of the U.S. Appendix D describes how groups were formed and sampled. By the last week in March, usable responses had been received from 1,244 libraries, 82 percent of those sampled.

The results of this survey are presented on the following pages in eight sets of tables. The first six sets present salaries paid to incumbents in positions common to both public and academic libraries. Respondents were asked to report all full-time incumbents *with master's degrees from graduate library education programs accredited by ALA* except for beginning professionals. There are three pages of tables for each position. The first table on the first page presents salaries paid in medium-sized public libraries, i.e., those serving between 25,000 and 99,999. For each of four regions of the country and for the nation as a whole, the table shows the number of positions reported (N), the lowest salary and the highest salary (range), the mean (arithmetic average), the first quartile, median, and third quartile. This pattern is repeated for large public libraries (i.e., those serving populations of 100,000 or more), and for libraries in two-year colleges, four-year colleges, and in universities (i.e., institutions offering work beyond the baccalaureate degree).

Following these six sets of tables is a smaller set for children's and/or young adult services librarian. For this position, tables are given only for the two sizes of public library and for all public libraries.

The last set of tables describes salaries paid to beginning professionals following the pattern set in the first seven sets of tables.

The following example illustrates how to interpret the tables. In the first table for the position of director--the table presenting salaries paid in medium-sized public libraries--there were 134 salaries reported from the North Atlantic region. The lowest of these was $13,500 and the highest was $98,735. When all the salaries were added together and the result was divided by the total number (134) the average or mean was $46,425. When all the salaries were arrayed from low to high, 25 percent of them fell below $36,908, the first quartile, 50 percent fell below $45,091, the median, and 50 percent were above $45,091. Seventy-five percent fell below $54,000, the third quartile, and 25 percent were above that amount. The middle 50 percent of the salaries fell between $36,908 and $54,000.

Two caveats should be observed in reading the tables. The higher the number of cases (N), the more reliable the results of the sample in giving a true picture of the total population. When the number of cases is less than twenty-five, the results should be used with caution. This caution is especially applicable to the regional data for libraries where the number of professional staff is often small--medium sized public libraries, four-year colleges, and two-year colleges. Another caveat is that when the mean and the median are not close together, the mean is being influenced by some unusual values. When the mean is much higher than the median, there are several very high salaries. When the mean is much lower than the median, there are several very low salaries.

Director

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=134 Range=$13,500 to $98,735	46,425	36,908	45,091	54,000
Great Lakes & Plains N=132 Range=$21,116 to $67,246	41,020	35,103	40,316	47,002
Southeast N=101 Range=$19,206 to $55,822	31,710	26,825	31,500	36,350
West & Southwest N=94 Range=$22,733 to $82,000	45,187	34,125	43,196	54,600
All Regions N=461 Range=$13,500 to $98,735	41,401	32,068	39,360	48,030

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=37 Range=$26,600 to $137,500	63,777	45,271	56,100	83,343
Great Lakes & Plains N=39 Range=$34,382 to $109,074	63,152	50,500	60,080	75,000
Southeast N=44 Range=$31,036 to $103,600	53,679	42,239	49,913	63,500
West & Southwest N=40 Range=$36,819 to $108,784	65,298	52,281	64,203	78,051
All Regions N=160 Range=$26,600 to $137,500	61,228	47,775	57,520	73,497

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Director (Page 2 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=33 Range=$30,000 to $68,262	46,857	38,269	45,684	54,575
Great Lakes & Plains N=33 Range=$28,000 to $62,000	43,560	33,850	40,000	51,811
Southeast N=47 Range=$26,858 to $65,712	43,182	36,000	43,476	49,000
West & Southwest N=69 Range=$26,000 to $80,000	50,526	41,141	48,900	60,000
All Regions N=182 Range=$26,000 to $80,000	46,701	38,113	45,206	53,930

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=32 Range=$25,000 to $82,500	43,803	32,075	37,900	51,019
Great Lakes & Plains N=31 Range=$22,000 to $66,000	39,066	32,400	36,674	47,500
Southeast N=38 Range=$22,200 to $59,640	39,079	30,600	38,968	48,213
West & Southwest N=20 Range=$23,995 to $70,200	41,221	33,607	41,000	49,094
All Regions N=121 Range=$22,000 to $82,500	40,679	32,022	38,800	48,000

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Director (Page 3 of 3)

Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=67 Range=$25,770 to $143,000	62,716	48,000	59,000	71,000
Great Lakes & Plains N=67 Range=$23,688 to $111,300	58,033	41,190	54,300	73,800
Southeast N=51 Range=$23,000 to $88,400	52,944	40,300	51,900	62,551
West & Southwest N=68 Range=$27,000 to $115,500	57,625	40,397	52,747	75,831
All Regions N=253 Range=$23,000 to $143,000	58,138	42,240	54,600	70,660

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=303 Range=$13,500 to $143,000	51,916	38,960	48,074	60,716
Great Lakes & Plains N=302 Range=$21,116 to $111,300	47,730	36,140	43,056	54,664
Southeast N=281 Range=$19,206 to $103,600	41,919	31,777	39,000	49,790
West & Southwest N=291 Range=$22,733 to $115,500	51,851	38,350	48,664	62,400
All Regions N=1177 Range=$13,500 to $143,000	48,439	36,000	45,000	57,241

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Deputy/Associate/Assistant Director

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=80 Range=$12,038 to $70,000	38,952	32,138	37,175	43,923
Great Lakes & Plains N=53 Range=$20,000 to $49,434	32,884	27,551	31,843	38,811
Southeast N=29 Range=$19,080 to $29,263	24,643	22,735	24,600	26,340
West & Southwest N=52 Range=$19,500 to $60,646	37,755	31,988	35,878	46,362
All Regions N=214 Range=$12,038 to $70,000	35,219	27,848	34,179	41,211

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=68 Range=$27,000 to $85,000	53,616	43,305	54,670	62,698
Great Lakes & Plains N=81 Range=$21,744 to $89,040	48,873	41,680	46,409	55,190
Southeast N=64 Range=$20,546 to $65,027	41,129	32,085	42,648	48,869
West & Southwest N=59 Range=$26,425 to $87,256	52,959	45,361	51,360	58,836
All Regions N=272 Range=$20,546 to $89,040	49,123	41,485	47,888	57,412

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Deputy/Associate/Assistant Director (Page 2 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=8 Range=$34,582 to $63,884	46,726	36,488	44,158	57,338
Great Lakes & Plains N=5 Range=$32,500 to $73,405	49,577	33,999	52,630	63,629
Southeast N=16 Range=$23,007 to $43,520	34,254	28,449	34,702	40,942
West & Southwest N=22 Range=$20,958 to $52,500	40,339	34,425	43,550	45,837
All Regions N=51 Range=$20,958 to $73,405	40,338	33,679	40,395	45,000

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=15 Range=$22,500 to $63,188	34,734	24,500	34,450	41,800
Great Lakes & Plains N=6 Range=$23,760 to $37,508	31,484	26,940	32,492	35,365
Southeast N=10 Range=$18,000 to $44,683	30,645	21,851	31,333	38,012
West & Southwest N=5 Range=$23,995 to $56,664	33,908	25,308	29,263	44,832
All Regions N=36 Range=$18,000 to $63,188	32,942	24,121	32,370	37,212

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Deputy/Associate/Assistant Director (Page 3 of 3)

Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services).

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=124 Range=$24,000 to $96,984	54,430	44,180	51,719	63,548
Great Lakes & Plains N=107 Range=$18,750 to $82,457	48,991	41,067	50,000	57,331
Southeast N=56 Range=$23,800 to $75,295	42,664	34,618	42,877	50,868
West & Southwest N=101 Range=$23,174 to $88,386	48,122	39,810	45,408	56,425
All Regions N=388 Range=$18,750 to $96,984	49,590	40,285	48,657	58,689

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=295 Range=$12,038 to $96,984	48,835	37,082	46,300	59,421
Great Lakes & Plains N=252 Range=$18,750 to $89,040	45,160	35,075	43,755	53,689
Southeast N=175 Range=$18,000 to $75,295	37,661	27,000	36,000	45,852
West & Southwest N=239 Range=$19,500 to $88,386	46,047	35,364	45,000	53,537
All Regions N=961 Range=$12,038 to $96,984	45,143	34,664	43,800	53,729

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Department Head/Branch Head

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=248 Range=$18,000 to $56,112	32,725	27,000	32,000	37,772
Great Lakes & Plains N=202 Range=$17,321 to $53,225	29,392	24,863	28,596	33,417
Southeast N=28 Range=$17,914 to $34,504	23,504	20,442	23,192	25,173
West & Southwest N=114 Range=$17,639 to $52,788	33,524	26,938	31,560	41,438
All Regions N=592 Range=$17,321 to $56,112	31,306	25,590	30,196	35,910

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=582 Range=$21,280 to $61,321	39,203	35,615	38,603	43,430
Great Lakes & Plains N=646 Range=$17,384 to $65,582	36,234	33,164	35,510	38,967
Southeast N=314 Range=$17,057 to $49,402	32,698	27,620	32,406	37,502
West & Southwest N=315 Range=$19,096 to $54,724	37,875	33,099	38,172	43,068
All Regions N=1857 Range=$17,057 to $65,582	36,845	32,401	36,462	40,889

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Department Head/Branch Head (Page 2 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=19 Range=$28,182 to $60,016	41,600	32,261	39,350	49,000
Great Lakes & Plains N=10 Range=$32,000 to $65,144	47,770	36,270	44,687	63,504
Southeast N=28 Range=$20,000 to $54,894	36,828	29,541	37,200	44,681
West & Southwest N=20 Range=$23,000 to $73,333	46,321	33,544	48,145	55,815
All Regions N=77 Range=$20,000 to $73,333	41,893	32,527	40,430	49,942

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=34 Range=$21,500 to $47,197	33,411	26,450	32,920	38,511
Great Lakes & Plains N=20 Range=$24,610 to $44,936	35,556	30,370	35,327	40,700
Southeast N=30 Range=$19,500 to $38,818	30,327	25,655	32,170	35,025
West & Southwest N=17 Range=$19,980 to $37,100	27,378	25,089	27,000	29,250
All Regions N=101 Range=$19,500 to $47,197	31,904	26,595	32,024	36,394

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Department Head/Branch Head (Page 3 of 3)

Manages operation of a library unit which is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the operation of the main library (e.g., Reference Department, Serials Department, Children's Department, Systems Office).

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=457 Range=$17,414 to $92,500	42,156	34,513	40,177	48,914
Great Lakes & Plains N=403 Range=$20,000 to $68,270	38,610	32,928	37,812	43,800
Southeast N=211 Range=$21,340 to $56,005	34,332	30,210	34,125	38,104
West & Southwest N=321 Range=$17,725 to $94,000	40,158	31,042	37,092	48,180
All Regions N=1392 Range=$17,414 to $94,000	39,483	32,500	37,645	44,966

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=1340 Range=$17,414 to $92,500	38,898	32,786	37,903	43,808
Great Lakes & Plains N=1281 Range=$17,321 to $68,270	35,982	31,037	35,277	39,980
Southeast N=611 Range=$17,057 to $56,005	32,914	27,951	32,652	37,502
West & Southwest N=787 Range=$17,639 to $94,000	38,164	30,667	36,733	44,556
All Regions N=4019 Range=$17,057 to $94,000	36,915	30,805	36,000	41,548

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Reference/Information Librarian

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=208 Range=$16,923 to $51,310	30,303	26,298	29,252	34,104
Great Lakes & Plains N=140 Range=$16,789 to $47,808	25,426	21,908	24,488	28,433
Southeast N=30 Range=$17,620 to $32,526	21,856	20,269	21,290	23,332
West & Southwest N=91 Range=$17,423 to $43,428	31,071	26,109	31,033	36,600
All Regions N=469 Range=$16,789 to $51,310	28,456	23,230	27,665	32,371

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=860 Range=$19,312 to $51,676	31,256	27,825	31,188	33,653
Great Lakes & Plains N=644 Range=$16,661 to $46,363	30,007	26,878	29,668	32,653
Southeast N=249 Range=$17,000 to $45,328	28,162	24,213	27,516	31,696
West & Southwest N=389 Range=$18,588 to $43,618	32,886	27,864	32,668	37,845
All Regions N=2142 Range=$16,661 to $51,676	30,817	27,357	30,515	33,653

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Reference/Information Librarian (Page 2 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=47 Range=$19,500 to $68,555	38,979	30,934	35,658	45,939
Great Lakes & Plains N=27 Range=$24,447 to $77,200	42,100	29,333	37,091	54,185
Southeast N=55 Range=$19,383 to $58,055	35,946	30,743	33,312	43,026
West & Southwest N=79 Range=$19,440 to $78,264	46,881	38,628	44,457	54,005
All Regions N=208 Range=$19,383 to $78,264	41,583	32,389	39,223	49,008

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=47 Range=$18,200 to $42,500	28,357	22,907	28,433	32,608
Great Lakes & Plains N=36 Range=$19,367 to $49,464	29,039	23,978	27,415	33,794
Southeast N=32 Range=$20,000 to $37,456	25,802	22,250	26,000	27,900
West & Southwest N=22 Range=$20,000 to $50,500	29,910	24,755	28,374	32,348
All Regions N=137 Range=$18,200 to $50,500	28,189	23,500	27,000	31,984

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Reference/Information Librarian (Page 3 of 3)

Locates information for library users or helps users find it. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collection. May use computers to conduct database searches.

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=363 Range=$19,700 to $65,140	33,971	28,622	33,000	38,000
Great Lakes & Plains N=316 Range=$21,185 to $60,376	31,916	27,157	30,649	34,998
Southeast N=193 Range=$18,500 to $44,000	28,563	24,000	28,000	31,733
West & Southwest N=324 Range=$18,500 to $70,272	34,214	26,000	31,652	39,276
All Regions N=1196 Range=$18,500 to $70,272	32,621	26,857	31,000	36,615

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=1525 Range=$16,923 to $68,555	31,921	27,825	31,188	35,082
Great Lakes & Plains N=1163 Range=$16,661 to $77,200	30,225	25,979	29,310	33,452
Southeast N=559 Range=$17,000 to $58,055	28,593	23,934	27,516	32,062
West & Southwest N=905 Range=$17,423 to $78,264	34,329	27,019	32,712	38,653
All Regions N=4152 Range=$16,661 to $78,264	31,523	26,779	30,452	34,810

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Cataloger and/or Classifier

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=43 Range=$20,419 to $47,900	31,242	26,365	30,024	34,171
Great Lakes & Plains N=32 Range=$18,474 to $42,069	24,391	21,002	23,332	26,989
Southeast N=17 Range=$17,200 to $24,310	20,688	19,200	20,423	22,747
West & Southwest N=29 Range=$17,000 to $51,684	30,999	24,908	30,451	38,000
All Regions N=121 Range=$17,000 to $51,684	27,889	22,271	26,365	33,076

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=131 Range=$20,615 to $56,906	30,934	27,357	30,318	33,653
Great Lakes & Plains N=63 Range=$19,890 to $47,502	30,589	26,890	29,775	33,624
Southeast N=41 Range=$19,604 to $42,908	28,837	23,966	26,711	33,492
West & Southwest N=65 Range=$20,609 to $51,548	32,046	26,703	31,523	37,845
All Regions N=300 Range=$19,604 to $56,906	30,816	26,901	30,318	34,343

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Cataloger and/or Classifier (Page 2 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=18 Range=$20,050 to $57,476	39,598	29,260	40,419	48,702
Great Lakes & Plains N=11 Range=$21,819 to $71,509	43,515	25,000	37,441	65,775
Southeast N=21 Range=$17,961 to $54,917	33,438	30,500	34,389	36,227
West & Southwest N=26 Range=$22,000 to $66,132	43,657	35,085	41,043	52,784
All Regions N=76 Range=$17,961 to $71,509	39,852	30,950	37,007	47,043

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=28 Range=$18,054 to $46,573	28,328	25,000	27,319	31,926
Great Lakes & Plains N=16 Range=$18,000 to $39,662	27,707	24,158	26,074	31,850
Southeast N=16 Range=$16,500 to $42,360	27,121	22,000	25,136	32,350
West & Southwest N=13 Range=$20,040 to $33,285	26,219	22,838	24,500	30,976
All Regions N=73 Range=$16,500 to $46,573	27,552	23,000	26,384	31,779

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Cataloger and/or Classifier (Page 3 of 3)

Organizes all types of material purchased and received by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers to library materials. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=258 Range=$17,620 to $61,072	33,673	28,693	32,438	37,653
Great Lakes & Plains N=160 Range=$18,000 to $50,517	31,236	26,713	30,378	34,660
Southeast N=102 Range=$19,000 to $41,400	27,849	24,315	27,359	30,712
West & Southwest N=180 Range=$20,107 to $77,980	34,828	25,466	32,103	42,044
All Regions N=700 Range=$17,620 to $77,980	32,564	26,823	30,732	36,938

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=478 Range=$17,620 to $61,072	32,614	27,357	31,339	36,706
Great Lakes & Plains N=282 Range=$18,000 to $71,509	30,593	25,810	29,340	34,046
Southeast N=197 Range=$16,500 to $54,917	27,973	23,145	27,100	32,021
West & Southwest N=313 Range=$17,000 to $77,980	34,271	25,577	32,335	39,276
All Regions N=1270 Range=$16,500 to $77,980	31,854	26,188	30,318	36,020

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Collection Development Librarian/Subject Bibliographer

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=18 Range=$17,336 to $44,120	30,515	25,813	30,637	34,283
Great Lakes & Plains N=15 Range=$20,545 to $40,792	30,381	25,789	29,138	37,919
Southeast N=2 Range=$17,620 to $21,909	19,765	17,620	19,765	21,909
West & Southwest N=7 Range=$21,275 to $42,756	29,140	21,944	28,788	32,220
All Regions N=42 Range=$17,336 to $44,120	29,726	25,166	28,963	33,342

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=138 Range=$21,839 to $58,537	32,404	27,357	31,356	35,256
Great Lakes & Plains N=32 Range=$25,491 to $55,363	35,154	29,455	32,904	37,891
Southeast N=17 Range=$24,960 to $54,392	34,715	29,414	33,017	39,723
West & Southwest N=33 Range=$23,808 to $44,689	32,684	29,067	30,120	37,708
All Regions N=220 Range=$21,839 to $58,537	33,024	27,363	31,356	35,695

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Collection Development Librarian/Subject Bibliographer (Page 2 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=10 Range=$23,400 to $57,297	41,633	32,780	43,009	50,013
Great Lakes & Plains N=2 Range=$58,812 to $59,749	59,281	58,812	59,281	59,749
Southeast N=4 Range=$22,031 to $41,393	32,856	24,523	34,000	40,045
West & Southwest N=15 Range=$28,379 to $70,440	49,283	34,000	52,257	61,887
All Regions N=31 Range=$22,031 to $70,440	45,341	33,002	43,960	57,245

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=2 Range=$24,500 to $45,949	35,225	24,500	35,225	45,949
Great Lakes & Plains N=5 Range=$17,800 to $44,023	34,338	24,767	34,800	43,678
Southeast N=6 Range=$20,000 to $41,423	30,767	24,650	31,780	35,421
West & Southwest N=4 Range=$25,000 to $44,784	35,719	27,523	36,546	43,088
All Regions N=17 Range=$17,800 to $45,949	33,507	25,600	33,420	42,378

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Collection Development Librarian/Subject Bibliographer (Page 3 of 3)

Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area or provide other specialized services.

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=168 Range=$24,000 to $78,958	39,565	31,658	37,875	44,835
Great Lakes & Plains N=117 Range=$20,000 to $55,504	35,589	30,316	34,955	41,602
Southeast N=35 Range=$22,000 to $40,667	29,705	25,466	29,100	33,026
West & Southwest N=73 Range=$20,076 to $72,970	44,892	34,139	44,747	55,152
All Regions N=393 Range=$20,000 to $78,958	38,493	30,796	36,250	44,264

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=336 Range=$17,336 to $78,958	36,175	28,672	33,512	41,186
Great Lakes & Plains N=171 Range=$17,800 to $59,749	35,291	29,771	34,423	40,422
Southeast N=64 Range=$17,620 to $54,392	31,022	26,212	30,277	35,464
West & Southwest N=132 Range=$20,076 to $72,970	41,226	30,727	38,170	50,722
All Regions N=703 Range=$17,336 to $78,958	36,439	29,222	33,966	41,885

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Children's and/or Young Adult Services Librarian

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=109 Range=$20,224 to $57,598	29,583	25,524	28,004	31,733
Great Lakes & Plains N=75 Range=$16,640 to $47,808	25,692	23,095	24,985	27,343
Southeast N=20 Range=$19,301 to $31,044	22,269	20,441	21,040	23,809
West & Southwest N=51 Range=$17,423 to $43,428	28,170	23,280	26,364	34,032
All Regions N=255 Range=$16,640 to $57,598	27,583	23,331	26,342	30,570

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=246 Range=$18,059 to $52,988	31,042	28,039	30,400	32,196
Great Lakes & Plains N=163 Range=$16,538 to $52,228	29,391	25,272	28,997	33,072
Southeast N=73 Range=$17,000 to $46,446	27,381	24,264	26,719	28,519
West & Southwest N=168 Range=$18,529 to $44,527	33,182	27,294	32,492	37,845
All Regions N=650 Range=$16,538 to $52,988	30,770	26,517	29,952	33,624

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Children's and/or Young Adult Services Librarian (Page 2 of 2)

Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

All Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=355 Range=$18,059 to $57,598	30,594	27,103	29,629	31,996
Great Lakes & Plains N=238 Range=$16,538 to $52,228	28,225	24,340	27,427	32,234
Southeast N=93 Range=$17,000 to $46,446	26,282	22,585	26,004	27,963
West & Southwest N=219 Range=$17,423 to $44,527	32,016	25,500	31,523	37,845
All Regions N=905 Range=$16,538 to $57,598	29,872	25,565	28,769	32,827

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Beginning Librarian

Full-time staff member with a master's degree in library science, but no professional experience.

Medium-sized Public Library

(Serving a population of from 25,000 to 99,999)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=21 Range=$15,550 to $48,500	26,773	23,177	26,692	28,016
Great Lakes & Plains N=34 Range=$13,546 to $29,981	21,521	20,148	21,545	22,652
Southeast N=15 Range=$17,453 to $26,000	21,389	19,989	21,194	23,335
West & Southwest N=21 Range=$17,000 to $33,888	22,457	18,447	21,421	25,766
All Regions N=91 Range=$13,546 to $48,500	22,927	20,000	22,000	25,579

Large Public Library

(Serving a population of 100,000 or more)

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=93 Range=$17,199 to $32,682	24,661	23,043	25,652	26,142
Great Lakes & Plains N=67 Range=$18,900 to $29,661	23,705	23,517	23,736	23,747
Southeast N=43 Range=$20,883 to $32,302	24,267	21,981	23,691	25,970
West & Southwest N=48 Range=$18,591 to $32,808	25,089	22,929	24,765	26,057
All Regions N=251 Range=$17,199 to $32,808	24,420	22,928	24,388	25,979

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Beginning Librarian (Page 2 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

Two-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=5 Range=$23,760 to $34,740	27,700	23,880	24,000	33,370
Great Lakes & Plains N=1 Range=$19,000 to $19,000	19,000	19,000	19,000	19,000
Southeast N=5 Range=$25,216 to $32,800	27,864	25,608	27,000	30,552
West & Southwest N=10 Range=$20,182 to $45,000	35,187	32,346	32,808	41,328
All Regions N=21 Range=$19,000 to $45,000	30,890	24,608	32,000	33,870

Four-Year College

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=10 Range=19,500 to $32,400	23,521	20,917	21,750	25,605
Great Lakes & Plains N=6 Range=$23,000 to $30,605	26,212	24,500	26,000	27,651
Southeast N=16 Range=$18,000 to $30,800	21,856	20,000	21,000	23,635
West & Southwest N=9 Range=$19,000 to $39,333	24,233	20,000	21,000	26,633
All Regions N=41 Range=$18,000 to $39,333	23,421	20,100	21,800	25,370

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Beginning Librarian (Page 3 of 3)

Full-time staff member with a master's degree in library science, but no professional experience.

University

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=68 Range=$21,000 to $55,000	28,871	24,000	27,000	31,000
Great Lakes & Plains N=73 Range=$17,555 to $32,000	24,275	22,250	23,996	26,000
Southeast N=29 Range=$20,000 to $29,580	22,813	21,350	22,145	24,000
West & Southwest N=42 Range=$18,000 to $43,896	25,373	21,557	23,875	27,789
All Regions N=212 Range=$17,555 to $55,000	25,767	22,514	24,000	27,264

All Academic and Public Libraries

	MEAN	FIRST QUARTILE	MEDIAN	THIRD QUARTILE
North Atlantic N=197 Range=$15,500 to $55,000	26,359	23,680	25,765	27,000
Great Lakes & Plains N=181 Range=$13,546 to $32,000	23,582	21,907	23,736	25,100
Southeast N=108 Range=$17,453 to $32,800	23,286	21,365	22,507	25,596
West & Southwest N=130 Range=$17,000 to $45,000	25,473	21,557	24,544	27,439
All Regions N=616 Range=$13,546 to $55,000	24,817	22,000	24,000	26,200

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

Discussion

Summary of Results

People interested in a particular type of library or a particular type of work, or a particular region will have their own way of drawing conclusions from the results of this survey. However, the results may be summarized in a very general way by observing mean salaries paid to particular positions, mean salaries paid by particular types of libraries, or mean salaries paid in particular parts of the U.S.

Salaries by Position

The seven positions are shown in rank order by mean of salaries paid on Table 1. Two additional columns are also given: a column showing the dollar amount of change from 1990 to 1991 and a column indicating the percent of increase.

Table 1. Rank Order of Position Titles by Mean of Salaries Paid

Title	91 Salary	90 Salary	Increase Amount	Increase %
Director	48,439	44,495	3,944	8.9
Deputy/Associate/Assistant Director	45,143	41,445	3,698	8.9
Department Head/Branch Head	36,915	34,248	4,667	7.7
Collection Development Librarian/ Subject Bibliographer	36,439	33,357	3,082	9.2
Cataloger and/or Classifier	31,854	30,268	1,586	5.2
Reference/Information Librarian	31,523	29,999	1,524	5.1
Children's and/or Young Adult Services Librarian	29,872	27,669	2,203	8.0

SOURCE: ALA SURVEY OF LIBRARIAN SALARIES, 1991

The average of the percent of increase over the past year is 7.6 percent--3.1 percent higher than the increase in comparable occupations reported by the U.S. Bureau of Labor Statistics (BLS) in the April 1991 *Monthly Labor Review*. A table entitled "Employment Cost Index, wages and salaries by occupation and industry group" shows that civilian workers consisting of private industry, state and local government, but excluding farm, household, and federal government workers, received an average 4.3 percent increase in 1990 over the previous year. White collar workers received an average increase of 4.5 percent in 1990.

Other surveys have shown average increases in 1990 that are higher than the BLS Index. For example, the *Administrative Compensation Survey* by the College and University Personnel Association, which includes librarian salaries along with other higher education administrators, reported an average increase of 5.4 percent in salaries for all positions covered during the 1990-91 academic year. The American Compensation Association's 1990-91 Salary Budget Survey showed an average increase of 5.5 percent of payroll for 1990. This survey is based on data from U.S. and Canadian firms in 41 major industry groups. The William M. Mercer, Inc. 1990-91 Compensation Planning Survey, covering 3,000 employees of more than 8.7 million U.S. non-union workers reported 5.4 percent average increases for 1990.

Salaries by Type of Library

When one considers salaries by type of library it is useful to separate positions into three groups: the administrative positions found in all types of libraries (Director, Deputy/Associate/Assistant Director, Department Head/Branch Head) and the other three positions found in all libraries: (Reference/Information Librarian, Cataloger and/or Classifier, and Collection Development Librarian/Subject Bibliographer); and the one position found only in public libraries (Children's and/or Young Adult Services Librarian).

The mean of salaries paid is highest in large public libraries for Director and lowest in four-year colleges. For Deputy/Associate/Assistant Director, the mean is highest in university libraries and lowest in four-year colleges. For Department Head/Branch Head, it is highest in two-year colleges and lowest in medium-sized public libraries. For the other three common positions, the mean is highest in two-year colleges, lowest in medium-sized public libraries for collection development librarians and lowest in four-year colleges for the other two positions. For the position found only in public libraries--Children's and/or Young Adult Services Librarian--the mean of salaries paid is higher in large public libraries.

Salaries by Region of the U.S.

In order to determine which region has the highest salaries, we analyzed the seven positions and the five library size/type categories. When the region with the highest mean salary was marked for each position in each size/type category, West and Southwest was checked 50 percent of the time and North Atlantic was checked 37.5 percent of the time. Great Lakes and Plains was highest 12.5 percent of the time and Southeast was never highest. The lowest mean salary was in the Southeast over 93 percent of the time. This pattern is similar to what has been observed in all previous surveys in this series.

Complicating Factors

When designing this survey nine years ago, we were aware that several aspects of the patterns of employment in libraries would complicate our efforts. As we talked with respondents and users of the reports over the years, we gained additional insights into several factors which should be taken into consideration when using these results.

The Meaning of "Full-Time"

The questionnaire asked about salaries for **full-time** positions only, but full-time was not defined. There

are at least two problems in this area: How many months in a year is full-time? How do you report people who work full-time in the library but part-time at one job and part-time at another?

The months in a year problem primarily affects academic libraries where librarians sometimes have academic year contracts for less than twelve months. In this survey, respondents are asked to indicate the number of months a salary covers and the computer calculated twelve months at the same rate. Appendix G shows how often less-than-twelve-month salaries occur.

Another complication related to the issue of "full-time" is the fact that one librarian may fill more than one position. For example: a public librarian may work part-time as a children's librarian and part-time as a cataloger; an academic librarian may be a reference librarian as well as a department head (of reference department). Survey instructions told the respondent:

> If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position which you consider his or her major responsibility. **List each staff member only once.**

In recent years we have received an increasing number of questions about this second aspect of the problem. In many academic libraries, staff doing the work described here for the positions of Reference/Information Librarian and Collection Development Librarian/Subject Bibliographer are filling one position with both kinds of responsibilities, not working part-time in two positions. In public libraries, the duties described for the position Children's and/or Young Adult Librarian are also involved. When the respondent could not specify which of the two or three position descriptions described an incumbent's major responsibilities, we reported the salary as Reference/Information Librarian.

The Meaning of "Professional"

In the early years of this survey, respondents were asked to report only salaries paid to professionals, but the word "professional" was not defined. Instead, each position was described in such a way that professional responsibility was clearly implied. Instructions told the respondent to list all incumbents in these positions "regardless of academic credentials." We accepted the judgment of the respondent that the salaries reported were for professional work but found out, when we called about low salaries (see below), that some respondents had doubts about whether a particular incumbent could be described as "professional." When such doubts were expressed we asked the respondent to make a decision based on the definition in ALA's statement on "Library Education and Personnel Utilization." (See Appendix B, Policy 54.1, Section 8.) In 1990, that definition was added to the instructions.

For the 1991 survey, we changed our instructions and asked respondents to report only staff *with master's degrees from graduate library education programs accredited by ALA.* We know that many respondents paid attention to this instruction because questionnaires were returned to us with notes that no one in the library, or no one in a certain position, had the MLS. On the other hand, we also know that some did not follow instructions because of what we learned when calling about salaries below $17,000 (see below).

The questionnaire also requested another type of information which helped to ensure that only salaries for professional positions were included in this report. Following each position title and description was a line for "Position Title (if different from above)." When screening revealed such titles as "secretary," "library assistant" or "technical assistant" on that line, the salary information was not used.

Salaries Below $17,000

In previous years this report has described the methodology used to determine the cut-off point below which salaries were dropped as probably not being for full-time, professional work. The cut-off point for the 1991 survey was $17,000. Of the 13,896 salaries initially entered into the file, 62 were below $17,000 (less than 1%). One of the authors conducted telephone interviews with directors at the 34 libraries involved and learned that 49 of the 62 salaries were for part-time work or were paid to staff without the specified degree. Those 49 salaries were dropped from the file used for the report. Another 17 that were over $17,000 were dropped because conversations about a salary below $17,000 revealed that some over that amount were also for part-time or were paid to staff without the specified degree. Once these salaries were dropped the total was at 13,803 salaries. The dropped salaries had been reported primarily because the respondent had misunderstood the instructions.

Thirteen salaries of less than $17,000 did remain in the file. Most were in a public library. In many cases, the director was regretful that such a low salary was paid for full-time, professional work but was unable to do anything about it due to local circumstances.

Job Levels or Faculty Ranks

The wording of this questionnaire is based on an assumption that librarians are compensated at a particular amount for doing a particular job (e.g., reference). However, in many libraries that is not true. Some libraries use a system of levels in their compensation structure (e.g., Librarian I, II, III, IV) to account for the background a person brings to a job and the amount of responsibility it entails. Compensation is based on level, not on the type of work done as defined by our position descriptions. Some academic libraries pay salaries based on faculty rank rather than work done. In many academic libraries where librarians have faculty rank and titles they are compensated as Instructor, Assistant Professor, Associate Professor or Professor and not as any one of the position titles on our questionnaire. We do not attempt to account for this variety within the structure of our questionnaire and every year some respondents tell us it was impossible to complete the questionnaire for this reason.

Several respondents and reviewers of this report have recommended in the past that we collect salary data for librarian levels or ranks. We have considered this seriously, but concluded that it would be at least as confusing as the current method due to the fact that levels and ranks mean different things in different libraries.

Longevity Pay

Some large public libraries were unable to report exact salaries for each position due to the large number of incumbents and the small amount of time available. In several such cases, respondents reported the number of incumbents for a position that were in a specific range on the salary schedule and we used the midpoint of that range for the appropriate number of incumbents. While reasonable in a national study that reports summary statistics, this procedure does not take into account longevity pay which is related to individual tenure and not to a point on the salary schedule. Thus some incumbents may be earning more than is reported here.

Union Contracts

Another factor primarily effecting public libraries is the status of union contract negotiation. A few respondents added notes to their questionnaire or called us to report that negotiations were in process for increases to current salaries that would be retroactive to January 1, 1991. Because the increases did not come through before we closed the file for the report, salaries reported here may be lower than what is actually paid.

Level of Experience

Respondents occasionally ask us to ask for and report salaries in a way that takes into account the years of experience that an incumbent possesses. Unfortunately, providing that information would be a burden on respondents and reporting it would make this report overly complex. This report does take such factors into account in two ways: beginning librarian salaries are reported in a separate table and are not included in salary data for specific positions; data for specific positions show figures at the first and third quartile as well as the mean, median, and range.

Salary Surveys Providing Information on Library Workers

Most library salary surveys listed below are conducted on a regular schedule (annual or biennial) and on a regional or national basis. The library literature should be monitored for reports of one-time surveys by individual libraries or associations. Some state library agencies collect salary and benefits data as part of their ongoing statistical gathering efforts from libraries within their own state. There is wide variation, however, in what data are collected and how these are compiled and reported. Most collect only public library data. Academic and school library data may be collected by other state agencies.

In addition, some state library associations collect salary data, issue recommended salary guidelines, set minimum salaries for professional positions, or publish reports in association journals or newsletters. As of April 1991, nineteen states had established recommended minimum salaries. These include: Connecticut, Delaware, Indiana, Iowa, Kansas, Louisiana, Maine, Massachusetts, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, South Dakota, Vermont, West Virginia, and Wisconsin. Specific amounts are not listed here because these are regularly updated by the associations. The latest figures can be found in the most recent classified section of *American Libraries* or *College & Research Libraries News*. A list of state library agency and association addresses can be found in *The Bowker Annual of Library and Book Trade Information*.

Individual libraries will sometimes conduct private surveys of institutions of comparable size or in the same geographical area, either through an outside consulting firm or by calling libraries informally. For the most part, these surveys are not published, although the initiating library will often share results with participating libraries. Some library workers are also conducting surveys that compare their salaries with other professions and occupations within their jurisdiction in an effort to achieve pay equity with positions requiring comparable skills, effort, responsibilities and working conditions.

Academic Libraries

Association of Research Libraries. *ARL Annual Salary Survey*. Washington, D.C.: ARL.

The annual survey shows the number of filled positions, average years of experience, and average, median and beginning salaries for professional positions in all ARL libraries. In addition, tables present the number of staff, average salaries, and years of experience for 27 position categories and display findings on the present incumbents of these positions by sex and minority group membership, and by geographical location, size, and type of institution. Salaries for staff in law and medical libraries are presented in two separate series of tables. Salary data for staff in Canadian university libraries are also displayed in Canadian dollars.

Order from ARL, 1527 New Hampshire Ave., NW, Washington, D.C. 20036, 202/232-2466. The 1990 survey, published in January 1991, is available for $20/ARL members or $60/nonmembers.

College and University Personnel Association. *1990-91 Administrative Compensation Survey Report.* Washington, D.C.: CUPA.

Annual survey includes data on 168 college and university administrative positions from 1,402 public and private institutions. The tables in the survey present the median salary and salary percentiles according to institutional budget, enrollment and classification. Directors of library services are included, as well as circulation, acquisitions, reference, technical and public services librarians.

The survey is available from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311; $65 for association members, $160 for non-members/survey participants and $285 for non-members/survey non-participants.

American Library Association. Association of College and Research Libraries. New England Chapter. *Salary Survey of New England College Libraries.*

The New England Chapter publishes this survey, begun in 1986-87, on an annual basis. Included are four year undergraduate institutions in the six New England states. Overall average, median and beginning salaries are given for individual institutions and average salaries are given for 24 positions and by size of institution for 4 categories of staff. 1989-90 edition $5. Make check payable to ACRL/NEC Chapter. Contact Fay Zipkowitz, Associate Professor, GSLIS, University of Rhode Island, Kingston, RI 02881.

Public Libraries

American Library Association. Public Library Association. *Public Library Data Service Statistical Report.* Chicago: PLA.

Information includes library-specific salaries for directors and beginning librarians for most public libraries serving 100,000 or more and for many smaller libraries, as well as basic library statistics. (Replaces statistical reports of the Urban Libraries Council and the Allen County, Indiana biennial report of statistics of public libraries serving 100,000.) The 1990 edition is available from ALA Order Services, 50 E. Huron St., Chicago, IL 60611, 800/545-2433 for $40 with the usual discounts for PLA and ALA members. The 1991 edition will be available July 1, 1991.

International City Management Association. "Salaries of Municipal Officials" in Municipal Year Book. Washington, D.C.: ICMA.

Chief librarian salaries for public libraries are included with earnings of other city department heads. These are reported by geographic region, population size, city type (i.e., central, suburban, independent) and form of government. The mean, median, and first and third quartiles are included for libraries serving ten different population groups ranging from under 2,500 to over 1,000,000. The *Municipal Year Book* is usually published in April or May of each year and includes salary data for previous year. For details, contact ICMA, 777 N. Capitol St., Suite 500, Washington, D.C. 20002, 202/289-4262.

Library salary data from the *Municipal Year Book* 1990 is summarized by Mary Jo Lynch and published in "Salaries of Library Directors," *Public Libraries* 30(July/August 1991).

Sandstedt, Carl R. *Salary Survey: West-North-Central States*. St. Peters, Mo.: St. Charles City-County Library.

Annual survey provides data for directors, assistant directors, department heads, starting MLS, and several support positions for public libraries in West-North-Central States (North Dakota, South Dakota, Nebraska, Kansas, Minnesota, Iowa, Missouri). Average salaries are presented by size of library budget. Also includes per FTE costs, per capita support, per capita materials budget.

Usually available in April for current calendar year. Send $2.00 for first copy, $1.00 per additional copy. Diskettes with .WKS files are $10. Please prepay. A $5 invoicing fee will be made for all orders requiring an invoice. Salary Survey, St. Charles City-County Library, 425 Spencer Rd., Box 529, St. Peters, MO 63376, 314/441-2300.

School Libraries

Educational Research Service, Inc. *National Survey of Salaries and Wages in Public Schools*. Arlington, Va.: ERS.

Since 1974-75, ERS has published an annual report of salaries for public school personnel, which includes data for school librarians and library clerks. Usually published in three volumes, the report covers scheduled salaries for professional personnel and actual salaries paid for professional and support personnel by enrollment group, per pupil expenditure, and geographic region.

The 1990-91 report, published in 1991, costs $46 for each of the three volumes; available from ERS, 2000 Clarendon Blvd., Arlington, VA 22201, 703/243-2100.

Miller, Marilyn L., and Schontz, Marilyn. "Expenditures for Resources in School Library Media Centers," *School Library Journal*.

As part of a report every two years on budgets for and expenditures by school library media centers, some median and mean salary data for media specialists are reported by level of school. Included are comparisons of schools with and without district level library media coordinators. August 1991 issue has latest data.

National Education Association. *Estimates of School Statistics*. Washington, D.C.: NEA.

Annual statistical data for the 50 states and District of Columbia includes estimated average annual salaries of total instructional staff and of classroom teachers by state and region. Librarian data are not given separately, however, but grouped with teachers, principals, supervisors, guidance and psychological personnel and related instructional workers.

The annual compilation is usually available each spring. The 1989-90 report, published in 1990, is available for $14.95 for non-NEA members. Contact NEA Professional Library, PO Box 509, West Haven, CT 06516, 203/934-2669, 800-229-4200.

Special Libraries

American Association of Law Libraries. *Survey of Private Law Libraries*. Chicago: AALL in cooperation with SLA.

The survey provides compensation data for a variety of administrative and support staff positions and by functional areas, years of experience, budget range, and number of patrons served. Compensation is defined as salary as well as any cash bonuses received.

1991 survey report available for $70 from AALL, 53 W. Jackson Blvd., Suite 940, Chicago, IL 60604, 312/939-4764. Nexy survey is scheduled for 1993.

American Bar Association. *Statistical Survey of Law School Libraries and Librarians*. Office of Consultant on Legal Education.

Annual survey based on questionnaire by the American Bar Association to 175 law school libraries. Salary data are a small part of other statistics gathered. Includes median and average salaries of full time professional law librarians and support staff by school. Full report for $50 from the Assistant Consultant on Legal Education to the American Bar Association, Indiana University, 550 W. North Street, Indianapolis, IN 46202, 317/264-8350.

Association of Academic Health Sciences Library Directors. *Annual Statistics of Medical School Libraries in the United States and Canada*. Houston, Texas.

Salaries are provided for director, associate director, division head, department head, other librarians, and entry level positions. Minimum, maximum and mean are provided for the positions and arranged by region.

Salary data for 1990-91 are included in the 13th edition, 1989-90. It is available at a cost of $40 for members of the Association of Academic Health Sciences Library Directors and $85 for nonmembers. This edition and previous editions may be ordered by contacting Sandra Wilson, AAHSLD, 1133 M.D. Anderson Blvd., Houston, TX 77030, 713/790-7060.

Medical Library Association. "MLA Salary Survey." Chicago: MLA.

Triennial survey data cover geographic area, position level, type of institution, years of experience, education, primary area of responsibility, benefits, and other information.

The 1989 MLA member salary survey is available at a cost of $21.00 for members; $27.00 for non-members from MLA, 6 N. Michigan Ave., Suite 300, Chicago, IL 60602, 312/419-9094. A new edition will be available in 1992.

Special Libraries Association. "SLA Triennial Salary Survey." Washington, D.C.: SLA.

Since 1967, SLA has conducted an in-depth salary survey of members every three years. As of 1990, the in-depth survey will be conducted every two years. Results are now issued as separate publications.

Salaries are reported at the 25th, 50th (median) and 75th percentiles and contain breakdowns by industry, geographic region, administrative responsibility, sex, education level, and experience. Data for the U.S. and Canada are presented in separate tables. Annual updates, using a random sampling of 25 percent of the membership and an abbreviated questionnaire, were started in 1977 and are used in years between the now biennial surveys. The results of the updates are published in *Special Libraries* in the fall issue.

The survey data collected in 1990 were published in 1991; the report sells for $25. Contact Special Libraries Association, 1700 18th St., N.W., Washington, D.C. 20009, 202/234-4700.

State Library Agencies

Council of State Governments. "COSLA/CSG Survey--Table 1 - Salary Data: State Library Agencies." Lexington, Ky.: CSG.

The annual survey of salary data for state library agencies compiled earlier by the Association of Specialized and Cooperative Library Agencies now is carried out by the Council of State Governments for the Chief Officers of State Library Agencies (COSLA). Included is information on the salary for each state for a variety of positions: state librarian, assistant director, director of reference or reader services, coordinator of LSCA/ESEA titles, senior supervisors or chief consultants, consultants, specialists, and beginning professionals.

To order, contact Angela Crouch, Council of State Governments, Center for Management and Administration, Ironworks Pike, PO Box 11910, Lexington, KY 40578, 606/231-1925.

Other

Association for Library and Information Science Education. *Library and Information Science Education Statistical Report*. Sarasota, Fl.: ALISE, 1980-.

Average and median salaries for faculty and administrators in ALISE member schools are provided in this annual report by sex, rank and term of appointment.

Back issues (1981-) of the report are available from ALISE, 5623 Palm Aire Dr., Sarasota, FL 34243, 813/355-1795 for $15 each plus postage and handling: $2.00 U.S. or $4.00 foreign. Current issue is $30.00 plus postage and handling. Annual report usually published in the summer.

College and University Personnel Association. *1990-91 National Faculty Salary Survey by Discipline and Rank in State Colleges and Universities*. Washington, D.C.: CUPA.

College and University Personnel Association. *1990-91 National Faculty Salary Survey by Discipline and Rank in Private Colleges and Universities*. Washington, D.C.: CUPA.

Annual surveys collect data for five faculty ranks in 54 disciplines and major fields. A total of 280 state and 494 private institutions participated in the study. Communications, Communication Technologies, Computer Information Sciences, and Library and Archival Sciences are included. The listings are for those who teach in library science programs, not those who hold faculty rank as academic librarians. Faculty Salary Surveys are each $20 for survey participants, $30 for CUPA members/survey non-

participants and $60 for non-members/survey non-participants from CUPA, 1233 20th St., NW, Suite 503, Washington, D.C. 20036, 202/429-0311.

Learmont, Carol L., and Van Houten, Stephen. "Placements and Salaries." *Library Journal.* Annual.

Annual survey since 1951 of recent graduates of ALA-accredited library education programs (usually published in a fall issue of *Library Journal* with data from previous calendar year.) For each reporting school, the low, high, average and median salaries are reported for men, women, and total placements. This information is also provided for five regions of the U.S. and Canada. Additional tables show the distribution of high and low salaries by type of library for men and women, the effect of experience on beginning salaries, and comparison of salaries by type of library. The latest listing, "Placements and Salaries 1989: Steady On" was published in *Library Journal,* October 15, 1990, pp. 46-52 and December 1990, pp. 14.

Employee Benefits

Although some states collect data on employee benefits, little information is collected on a regional or national level on a regular basis for library workers.

HBW Associates, Inc. *Public Library Work Benefits Survey.* Dallas, Tex.: 1991.

Results of a survey of 75 public libraries in 1991 provides salary ranges and average salaries for 5 staff levels, plus data on vacation days, holidays, sick leave, leave of absence, pension plans, health and life insurance, and other benefits. Available for $24.95, single copy and $40.00 for two copies, from HBW Associates, Inc., 419 S. Carroll, Denton, TX 76201-5928, 817/566-0417.

American Library Association. Office for Library Personnel Resources. "Library Employee Benefits." Chicago. ALA, 1991.

Results of informal survey of public and academic library personnel directors and administrators regarding employee benefits. Summary report in *Library Personnel News,* vol. 5, no. 4, July-August 1991.

Salary Surveys for Other Library Workers and Related Information Professionals

For salary data on support staff or professional/specialist positions other than librarians, the following surveys are suggested as a start.

"Library Support Staff Salary Survey 1989" by Ed Martinez, Raymond Roney, and Judith Harris was published in *Library Mosaics,* July/August 1990, pp. 8-12 and reports on salaries by type of library, (public, special, academic), four regions of the U.S. and the staff classifications of clerk, assistant, technician, and other non master's degree positions.

U.S. Department of Labor, Bureau of Labor Statistics *Area Wage Surveys.* Each year surveys are done in over eighty standard metropolitan areas. The surveys concentrate on clerical and manual labor occupations; however, these will be useful as a source of pay data for clerical positions. Specifies average workweek and mean, median, and middle pay rates, as well as vacation benefits, insurance and pension

plans, and shift differential information.

The Bureau also publishes annual surveys of professional, administrative, technical and clerical positions. Primary fields covered are accounting, law, personnel management, engineering, chemistry, retail, clerical supervisory, drafting and clerical. These surveys may provide useful data on non-librarian professional or specialist positions and on clerical positions. *White-Collar Pay: Private Goods-Producing Industries, 1990.* Prior to 1989, this survey was referred to as the *National Survey of Professional, Administrative, Technical, and Clerical Pay.* Available as Bulletin 2374 for $6.50 from the Superintendent of Documents, GPO, Washington, D.C. 20402, 202/275-3238.

State employment agencies also collect and publish some wage data.

The Administrative Management Society, 1101 14th St., NW, Suite 1100, Washington, D.C. 20005, 202/371-8299 conducts annual surveys of clerical, professional, data processing and middle management jobs. The *Office, Professional and Data Processing Survey* sells for $250, and the Management Survey sells for $150. Both may be ordered for $375.

Society for Human Resource Management, formerly the American Society for Personnel Administration, 606 N. Washington Street, Alexandria, VA 22314 conducts an annual salary survey of human resource management professionals with Mercer-Meidinger-Hansen, Inc. (1417 Lake Cook Rd., Deerfield, IL 60015) who holds the copyright.

Abbott, Langer and Associates, 548 First St., Crete, IL 60417 conducts annual salary surveys for the following fields: legal and related jobs in business and industry; service department; nonprofit organizations; research and development; manufacturing; security/loss prevention; MIS/data processing; accounting/financial jobs; sales/marketing management; personnel/industrial relations; and inexperienced college graduates.

The *Compensation in Nonprofit Organizations* report contains information on salaries of Directors of Information with this type of employer. Mean, median, 1st & 3rd quartile, and 1st & 9th decile data, salary ranges, current salaries, and total compensation (salaries plus bonuses) are reported by length of experience, level of education, supervisory responsibility, type of nonprofit organization, total annual budget, geographic scope of organization, number of employees, region, state, and metropolitan area.

Annotations of over 1,000 salary surveys, both domestic and foreign, can be found in *Available Pay Survey Reports: An Annotated Bibliography* (3rd ed.) by Dr. Steven Langer (1988). Annotations are indexed by source, geographic area, type of employer, and job title/function/college curricula. (Available from Abbott, Langer & Associates, 548 First St., Crete, IL 60417.)

Datamation publishes an annual salary survey of computer and information systems personnel in the October or November 1 issue. This reports on average salaries for positions in systems analysis, programming, database administration, data entry, office automation, and computer operations, by industry and regions.

The *Public Relations Journal* publishes an annual survey of public relations personnel in its June issue.

ALA Policies Relating to Salary Issues

The following are policies endorsed by the ALA Council and included in the "ALA Policy Manual" which appears annually in the *ALA Handbook of Organization*.

Policy #54.1 Library Education and Personnel Utilization

Sec. 8 The title "Librarian" carries with it the connotation of "professional" in the sense that professional tasks are those which require a special background and education on the basis of which library needs are identified, problems are analyzed, goals are set, and original and creative solutions are formulated for them, integrating theory into practice, and planning, organizing, communicating, and administering successful programs of service to users of the library's materials and services. In defining services to users, the professional person recognizes potential users as well as current ones, and designs services which will reach all who could benefit from them.

Sec. 9 The title "Librarian" therefore should be used only to designate positions in libraries which utilize the qualifications and impose the responsibilities suggested above. Positions which are primarily devoted to the routine application of established rules and techniques, however useful and essential to the effective operation of a library's ongoing services, should not carry the word "Librarian" in the job title.

Sec. 11 The salaries for each (personnel) category should offer a range of promotional steps sufficient to permit a career-in-rank. The top salary in any category should overlap the beginning salary in the next higher category, in order to give recognition to the value of experience and knowledge gained on the job.

Sec. 19 Administrative responsibilities entail advanced knowledge and skills comparable to those represented by any other high-level specialty, and appointment to positions in top administration should normally require the qualifications of a Senior Librarian with a specialization in administration. This category, however, is not limited to administrators, whose specialty is only one of several specializations of value to the library service. There are many areas of special knowledge within librarianship which are equally important and to which equal recognition in prestige and salary should be given. Highly qualified persons with specialist responsibilities in some aspects of librarianship--archives, bibliography, reference, for example--should be eligible for advanced status and financial rewards without being forced to abandon for administrative responsibilities their areas of major competence.

Policy #54.4 Comparable Rewards

The American Library Association supports salary administration which gives reasonable and comparable recognition to positions having administrative, technical, subject, and linguistic requirements. It is recognized that all such specialist competencies can be intellectually vigorous and meet demanding professional operational needs. In administering such a policy, it can be a useful guide that, in major libraries, as many nonadministrative specialities be assigned to the top classifications as are administrative staff. Whenever possible there should be as many at the top rank with less than 30

percent administrative load as there are at the highest rank carrying over 70 percent administrative load.

Policy #54.7 Security of Employment for Library Employees

Security of employment, as an elementary right, guarantees specifically.....a sufficient degree of economic security to make employment in the library attractive to men and women of ability.

Policy #54.8 The Library's Pay Plan

Libraries should have a well-constructed and well-administered pay plan based on systematic analysis and evaluation of jobs in the library and which will assure equal pay for equal work. (Note: For text of full statement, see section following listing of policies.)

Policy #54.9 Permanent Part-Time Employment

The right to earn a living includes a right to part-time employment on a par with full-time employment, including prorated pay and fringe benefits, opportunity for advancement and protection of tenure, access to middle and upper level jobs, and exercise of full responsibilities at any level.

ALA shall create more voluntarily chosen upgraded permanent part-time jobs in its own organization and supports similar action on the part of all libraries.

Policy #54.10 Equal Opportunity and Salaries

The American Library Association supports and works for the achievement of equal salaries and opportunity for employment and promotion for men and women.

The Association fully supports the concept of comparable wages for comparable work that aims at levels of pay for female-oriented occupations equal to those of male-oriented occupations; ALA therefore supports all legal and legislative efforts to achieve wages for library workers commensurate with wages in other occupations with similar qualifications, training, and responsibilities.

ALA particularly supports the efforts of those library workers who have documented, and are legally challenging, the practice of discriminatory salaries, and whose success will benefit all library workers throughout the nation.

Policy #54.11 Collective Bargaining

The American Library Association recognizes the principle of collective bargaining as one of the methods of conducting labor-management relations used by private and public institutions. The Association affirms the right of eligible library employees to organize and bargain collectively with their employees, or to refrain from organizing and bargaining collectively, without fear of reprisal.

Policy #54.18 Advertising Salary Ranges

Salary ranges shall be given for positions listed in any placement services provided by ALA and its units. A regional salary guide delineating the latest minimum salary figures recommended by state library associations shall be made available from any placement services provided by ALA and its units.

All ALA and unit publications printing classified job advertisements shall list the salary ranges

established for open positions and shall include a regional salary guide delineating the latest minimum salary figures recommended by state library associations for library positions.

Full Text of Policy # 54.8: The Library's Pay Plan*

The American Library Association believes that an important factor in establishing and maintaining good library service is adequate pay for library employees as exemplified in a well-constructed and well-administered pay plan. A knowledge of the principles on which sound salary administration is based must be the foundation of an equitable pay plan. To aid the library's governing board, its administration, and its staff in the formulation, promulgation, and operation of such a pay plan, the ALA Board on Personnel Administration sets forth in a series of related statements the principles of salary planning and administration.

1. A sound pay plan will be predicated on a systematic analysis and evaluation of jobs in the library, and will reflect the current organization and objectives of the library, recognizing different levels of difficulty and responsibility inherent in various positions, whether these are classifed as professional, nonprofessional, administrative, specialist, maintenance, or trade; the relationship among positions in terms of difficulty and responsibility will thus be expressed in a unified plan which will integrate all types of service and will assure equal pay for equal work.

2. An equitable salary schedule will be provided for each class of position which is comparable to that received by persons employed in analogous work in the area and required to have analogous training and qualifications.

   The salaries of nonprofessional employees, maintenance and skilled trade workers employed by the library system will compare with those of local workers performing similar duties. The salary schedules for professional library positions, in the case of the community where the pay scale does not meet competing rates outside, may need to exceed the prevailing local level for other professional personnel. Since the recruiting of professionally trained librarians is on a nation-wide basis, the library system must compete with rates paid in the country as a whole in order to obtain and retain a high quality of professional personnel. In libraries in educational institutions (elementary, secondary, and higher education) the professional librarians will normally be on the faculty pay plan, with the salary schedules of the various classes of faculty rank adjusted to compensate equitably for such factors as shorter vacations and longer work week; where a separate pay plan is used, it will be comparable with that of the faculty and adjusted to compensate equitably for such factors as vacation and work week.

3. An equitable salary schedule will provide for each class of position a minimum and a maximum salary and a series of increments within each salary range, such increments to be granted on the basis of demonstrated competence, individual development (whether through growth on the job or through formal education), and attitude.

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*Note: This policy was passed by the ALA Council in July 1955. It still remains a useful statement regarding the administration of a library's pay plan. Readers should note, however, that the references to the Board on Personnel Administration are not applicable since this unit is no longer in existence.

4. The library system in developing a pay plan, and in reviewing it to maintain its adequacy, will identify one or more key positions in the professional and in the other services, set salary schedules for these positions which are comparable to prevailing rates for such positions, and develop and adjust the salary schedule for other levels of positions in relation to the salary schedules set for each of these key positions.

5. The pay plan ladder consisting of the salary schedules for the various classes of positions will provide an orderly progression from the lowest to the highest schedule, with each schedule reflecting properly the difference in level of duties and responsibilities of positions in that classification from those in the schedule below and above it but without wide gaps or serious overlapping between schedules.

6. An equitable pay plan will reflect living costs in the community, the cost of maintaining an appropriate level of living, and the ability of the jurisdiction to pay for the service.

7. All policies and rules concerning the operation and administration of the pay plan will be set forth clearly in writing and will accompany the pay plan.

8. Though final approval and adoption of the pay plan and rules for its operation rest with the governing board and administration of the library, it is desirable that the library staff participates in the formulation of both the plan and its operating rules.

9. Each staff member will be informed of the salary schedule for his or her class of position, of the relation of that schedule to the pay plan as a whole, and of the policies and rules governing the operation of the plan.

The current studies of the ALA Board on Personnel Administration giving salary data for key positions will provide useful material for the library system in developing and maintaining the adequacy of its pay plan.

Selected Bibliography on Compensation and Employee Benefits

Compiled by the
ALA Office for Library Personnel Resources

Note: The earlier editions of *ALA Survey of Librarian Salaries* contained selected citations on compensation that readers may wish to consult since many of these references are still useful. Items listed below have been published since the previous listings were compiled.

Anderson, Kay E., Philip M. Doyle, and Albert E. Schwenk. "Measuring Union-Nonunion Differences." *Monthly Labor Review* 6:28-38 (June 1990).

Dyekman, Margaret. "Take The Mystery Out of Salary Surveys." *Personnel Journal* 69:104-106 (June 1990).

Emerson, Sandra M. "Job Evaluation: A Barrier to Excellence?" *Compensation and Benefits Review* 23:39-51 (January-February 1991).

Feye-Stukas, Janice, Janice Kirland, and Margaret Myers. "Do Libraries Pay Fair?" *Library Journal* 115:36-39 (July 1990).

Giblin, Edward J., Geoffrey A. Wiegman, and Frank Sanfilippo. "Bringing Pay Up To Date." *Personnel* 67:17-18 (November 1990).

Hequet, Marc. "Paying for Knowledge in 'Paper Factories.'" *Training* 27:69-70+ (September 1990).

Ingram, Earl, II. "The Advantages of Knowledge-Based Pay." *Personnel Journal* 69:138-140 (April 1990).

Kaman, Vicki S. and Jodie Barr. "Employee Attitude Surveys for Strategic Compensation Management." *Compensation and Benefits Review* 23:52-65 (January-February 1991).

Landry, Carolyn. "Salaries and Compensation: Worth A Second Look." *Louisiana Library Association Bulletin* 53:16-22 (Summer 1990).

Lawler, Edward E., III. *Strategic Pay: Aligning Organizational Strategies and Pay Systems.* San Francisco: Jossey-Bass, 1990.

McKendrick, Joseph E., Jr. "Salary Surveys-Roadmaps for the Volatile Employment Scene of the 1990s." *Management World* 19:18-20 (March-April 1990).

Meyer, Richard W. "Librarian Salaries: Paid What We're Worth?" *C&RL News* 51:504-509 (June 1990).

National Committee on Pay Equity. *Bargaining for Pay Equity: A Strategy Manual.* Washington, D.C.: National Committee on Pay Equity, 1990.

Schraeder, Terry E. "A Pay Formula for the '90s." *Personnel Journal* 69:46-47 (October 1990).

Sokol, Reuben J. "Seven Rules of Salary Surveys." *Personnel Journal* 69:82-87 (April 1990).

Stelluto, George L. and Deborah P. Klein. "Compensation Trends into the 21st Century." *Monthly Labor Review* 113:38-45 (February 1990).

Technical Considerations

Formation of Library Groups

As in previous years, the survey samples were selected from two library universes--public and academic. The public library universe included all public libraries serving populations of 25,000 or more and was stratified into two classes--those serving populations of from 25,000 to 99,999 and those serving populations of 100,000 or more.

The academic library universe was stratified into three classes: two-year college, four-year college, and university. This stratification was based on the "Highest Level of Offering" categories used by the U. S. National Center for Education Statistics (NCES) in documentation for the latest available tape of the universe of colleges and universities. The first of these three classes represents the NCES category "One but less than four years." (Officials at NCES assured us that the vast majority were two years.) The second represents the NCES category "Four or five year baccalaureate." The third combines four categories: "first professional degree," "master's," "beyond master's but less than doctorate," "doctorate." The NCES tape was used because it contains addresses of institutions which are legally authorized to offer and are offering at least a one-year program of college level studies leading toward a degree.

Within each of these five strata, libraries were further stratified into four geographic areas used frequently by NCES: North Atlantic, Great Lakes and Plains, Southeast, and West and Southwest. A list of states included in each region is provided in Table D-1. As in previous surveys, the five library classes and four geographic areas were combined to form twenty groups from which samples were selected. Tables D2-D7 show the size of each group, the size of the sample, and the size of the return.

Sample Selection and Return

The size of the sample for each type/size/geographic strata was determined by using a proportional sampling procedure that took into account the size of the population in each group and the expected return rate for the survey. The public library sample was selected from a tape leased from Market Data Retrieval--a company that specializes in educational mailing lists. This tape included the director's name and a code to indicate the size of population served by the library. Experience with this tape in the past had taught us that population served figures were not always reliable for libraries serving smaller populations. Therefore, the contractor oversampled and assigned staff to check population figures in the *American Library Directory* for all libraries supposedly serving from 25,000 to 99,999. If the *American Library Directory* gave a figure below 25,000, the library was dropped from the sample. The preliminary sample was also screened for public libraries that had refused to respond in 1990 for reasons that seemed not likely to change. Four such libraries were dropped from the 1991 sample.

The procedure was more complicated for the academic library sample. Before the sampling procedure was applied, several groups were removed from the universe. First, a tape of "Academic Libraries: 1988" from the National Center for Education Statistics was used to exclude institutions that had salary expenditures of less than $75,000. Those institutions were excluded because it would be unusual for them to have more than one full-time professional and our questionnaire asked about seven

positions. Second, the 642 institutions categorized as "specialized" by the Carnegie Corporation for the Advancement of Teaching in *A Classification of Institutions of Higher Education* were excluded. Those institutions offer degrees ranging from the bachelor's to the doctorate, at least 50% of which are in a single specialized field, e.g., "theological seminaries, Bible colleges, and other institutions offering degrees in religion," and "Schools of art, music, and design." Specialized institutions had often declined to respond in the past. Next, the contractor excluded three sets of institutions because individual members of the set had been unable to respond in the past. In New York, the 17 institutions that are part of the City University of New York were removed because librarians there have full academic status and salary is not related to position description. This is also true in Pennsylvania for the 14 members of the state university system. Also in Pennsylvania, we removed all but the main campus of Pennsylvania State University because librarians at other campuses had declined to respond in the past and referred us to the main campus. The remaining institutions were sampled from the 1989-90 tape of "Institutional Characteristics of Colleges and Universities" using the stratification plan described above. Finally, the preliminary sample was screened for libraries that had refused to respond in 1990 for reasons that seemed unlikely to change. Ten such libraries were dropped from the sample.

In addition to the 1244 questionnaires analyzed for this report, we also received 72 returns that could not be used. They fell into the following categories:

- 27 were blank, many of them with notes that no one on the staff had a master's degree from a program accredited by ALA.
- 25 were received after the file was closed.
- 11 were refusals, all from academic libraries. Three directors refused because they preferred not to respond. Two refused because of a Justice Department suit against the college, and two refused because of an institutional policy against release of salary data, and two refused because the librarian did not know staff salaries. One refused because librarians have faculty status and salary has no relation to job description and one refused because the director was on sabbatical.
- 6 had been sent to the wrong place because of a flaw in the tape used to produce labels.
- 3 had no full-time staff with the accredited degree.

Procedure

The first mailing of the questionnaire and cover letter was done in January, 1991. A postage-paid business reply envelope was enclosed to encourage response. Second and third mailings were sent to non-respondents.

After questionnaires were screened at ALA, they were sent to the Library Research Center (LRC) of the University of Illinois Graduate School of Library and Information Science, where they were edited, entered into a microcomputer file, and analyzed using SPSS/PC+ (the microcomputer version of the Statistical Package for the Social Sciences.)

A new procedure was initiated this year for libraries that are members of the Association of Research Libraries. ARL, which includes about 100 of the largest university libraries in the U.S., conducts its own

annual salary survey. Data are gathered for salaries as of July 1 and published the following spring. ARL libraries are also included in the sample for the ALA survey. In the past, some have declined to answer because they are unable to spend time completing another salary questionnaire. For the 1991 survey, ARL agreed to cooperate with us to save work for everyone. After the sample was selected, we identified the ARL libraries on the list and sent the directors a special mailing asking them to release salaries already on file with ARL. All but two of the 30 ARL libraries in the sample agreed to release data. We sent ARL a list of the ARL position codes that matched the position descriptions in our questionnaire and ARL sent us a printout of salaries for those positions in the selected institutions. These salaries were entered into the data file along with salaries from other libraries.

This procedure worked well and saved time both in the libraries involved and in survey processing. It has two drawbacks, however. ARL salary figures are as of July whereas others are as of the following January. Thus, the figures for salaries in the university category in our report may be lower than what was paid in January 1991. Also, ARL does not specify that salaries should be reported only for staff with master's degrees from graduate library education programs accredited by ALA and ARL does include "other professionals" as well as librarians. For the most part, however, we expect that those "other professionals" are in the ARL position code of "Functional Specialist" which was *not* on the list of codes we requested from ARL. On balance, we believe this procedure had more benefits than drawbacks and should be continued.

Table D-1. States in Four Regions of the U.S.

NORTH ATLANTIC	GREAT LAKES AND PLAINS	SOUTHEAST	WEST AND SOUTHWEST
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	South Carolina	New Mexico
Pennsylvania	Ohio	Tennessee	Oklahoma
Rhode Island	South Dakota	Virginia	Oregon
Vermont	Wisconsin	West Virginia	Texas
			Utah
			Washington
			Wyoming

Source: *Statistics of Public Libraries, 1977-78* (NCES, 1982)

Table D-2. Medium-Sized Public Libraries: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	388	162	42	138	85
Great Lakes and Plains	380	156	41	139	89
Southeast	319	136	43	105	77
West and Southwest	240	111	46	98	88
TOTAL	1,327	565	43	480	85

Table D-3. Large Public Libraries: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	70	46	66	40	87
Great Lakes and Plains	84	47	56	40	85
Southeast	92	47	51	44	94
West and Southwest	97	49	51	41	84
TOTAL	343	189	55	165	87

Table D-4. Two-Year College Libraries: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	120	46	38	36	78
Great Lakes and Plains	157	61	39	40	66
Southeast	197	76	39	55	72
West and Southwest	252	97	38	76	78
TOTAL	726	280	39	207	74

Table D-5. Four-Year College Libraries: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	78	46	59	37	80
Great Lakes and Plains	120	46	38	33	72
Southeast	93	46	49	38	83
West and Southwest	27	25	93	20	80
TOTAL	318	163	51	128	79

Table D-6. University Libraries: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	219	85	39	71	84
Great Lakes and Plains	214	82	38	69	84
Southeast	185	71	38	54	76
West and Southwest	215	82	38	70	85
TOTAL	833	320	38	264	83

Table D-7. All Libraries Surveyed: Size of Group, Sample, Return

	GROUP	SAMPLE		RETURN	
	#	#	% of Group	#	% of Group
North Atlantic	875	385	44	322	84
Great Lakes and Plains	955	392	41	321	82
Southeast	886	376	42	296	79
West and Southwest	831	364	44	305	84
TOTAL	3,547	1,517	43	1,244	82

AMERICAN LIBRARY ASSOCIATION

50 EAST HURON STREET CHICAGO, ILLINOIS 60611 U.S.A.
312-944-6780 800-545-2433
TELEX 4909992000 ALA UI FAX 312-440-9374 TDD 312-944-7298

January 18, 1991

Dear Colleague:

ALA needs your help in providing information to the library community regarding salaries paid to librarians with master's degrees from programs accredited by ALA who hold full-time positions in academic and public libraries. Your institution has been selected as part of a random sample of libraries to whom the enclosed questionnaire has been sent. Only summary results will be reported; individual responses will not be identified.

ALA collected and published similar information biennially from 1982 to 1988, and began to do it annually in 1989. In the past, we requested information on full-time, professional incumbents in specific positions but we did not specify academic credentials. Requests from users of the data have led us to request only salaries paid to librarians with master's degrees from programs accredited by ALA.

ALA expects the results of this survey to be useful to many people in the library community who need to know what salary might be paid to someone in a particular type of library position or in a particular geographical area. This information is potentially useful to librarians applying for positions, to librarians setting salaries, and to many others interested in the compensation of librarians.

Because your library is one of a scientifically selected sample, your response is essential to the success of the survey. As an indication of our thanks for your help, participants will be offered a 25% discount on the price of the report. Please complete the enclosed questionnaire and return it in the enclosed self-addressed, postage-paid envelope. Please return it as soon as possible, but no later than **February 8, 1991**. If you have questions about the survey, please call Mary Jo Lynch, Director, ALA Office for Research at 800-545-2433, extension 4273.

Sincerely yours,

Linda F. Crismond
Executive Director
American Library Association

Enclosures (2)

LFC/lms

P.S. If your staff is very large and this form is difficult to use, please call Mary Jo Lynch at the number given above. We want your response and will try to work with whatever data you can provide.

AMERICAN LIBRARY ASSOCIATION SURVEY OF LIBRARIAN SALARIES, 1991

PART I. SALARIES PAID TO BEGINNING LIBRARIANS

A. Within the last 12 months has the library hired any full-time staff *with master's degrees from graduate library education programs accredited by ALA* but no professional experience? Circle one

No (if so, skip to Part II) 1
Yes 2

B. What is the annual salary paid such staff? Please list all annual salaries below as of January 1, 1991. If the incumbent works LESS than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9 10	3 _____ 9 10	5 _____ 9 10	7 _____ 9 10
2 _____ 9 10	4 _____ 9 10	6 _____ 9 10	8 _____ 9 10

DO NOT REPEAT SALARIES OF THESE LIBRARIANS IN PART II.

PART II. SALARIES PAID TO LIBRARIANS IN SELECTED POSITIONS

This section of the questionnaire requests information on annual salaries for selected positions ordinarily held by full-time staff *with master's degrees from graduate library education programs accredited by ALA.*

We realize that many libraries have positions that are not included in the questionnaire. Do not include salaries for those positions. Libraries may also fill the positions listed here with staff who have credentials other than master's degrees from graduate library education programs accredited by ALA. Do not include salaries for those staff. Also, do not include salaries for part-time or support staff.

Each page in Part II contains descriptions of several specific library positions. If your library has one or more staff with the specified degree employed **full-time** whose major responsibilities are covered by the position description, please provide the information requested on the form unless the salary was listed above in Part I, B. If a staff member works full-time but performs duties of more than one position, list him or her as incumbent in the position that you consider his or her major responsibility. List each staff member only once and give the full salary paid to the person. All **full-time** incumbents in these positions should be included regardless of the number of months worked in a year.* *Note for academic libraries: If the incumbent is considered full-time but works LESS than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.*

For each position in which you have staff employed **full-time**, please provide the annual salary of each incumbent as of January 1, 1991 except for the beginning librarians reported in Part I, B. Give actual dollars paid. Do not include fringe benefits. If you need additional space, please use separate sheets of paper or attach a computer printout.

*If services are contributed (i.e., institution pays some expenses or an honorarium but not a true salary), please do not list the incumbent.

POSITION TITLE: *Director*

POSITION DESCRIPTION: Chief administrative officer of the library or library system. Plans and directs all aspects of the operation. May have job title such as Librarian or Head Librarian.

POSITION TITLE: *(if different from above)* _____

ANNUAL SALARY _____ 9/10

Note for academic libraries: Circle 9 or 10 as appropriate if salary is for LESS than a 12 month year (including vacation).

POSITION TITLE: *Deputy/Associate/Assistant Director*

POSITION DESCRIPTION: Aids Director in planning and directing some or all aspects of library or library system. May manage a major aspect of the library operation (e.g., technical services, public services, systems/automation).

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	3 _____ 9/10	5 _____ 9/10	7 _____ 9/10
2 _____ 9/10	4 _____ 9/10	6 _____ 9/10	8 _____ 9/10

POSITION TITLE: *Department Head/Branch Head*

POSITION DESCRIPTION: Manages operation of a library unit that is physically separate from the main library (e.g., a branch or a department library) or of one aspect of the main library (e.g., Reference Department, Serials Department, Children's Department).

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	5 _____ 9/10	9 _____ 9/10	13 _____ 9/10
2 _____ 9/10	6 _____ 9/10	10 _____ 9/10	14 _____ 9/10
3 _____ 9/10	7 _____ 9/10	11 _____ 9/10	15 _____ 9/10
4 _____ 9/10	8 _____ 9/10	12 _____ 9/10	16 _____ 9/10

POSITION TITLE: *Reference/Information Librarian*

POSITION DESCRIPTION: Locates information for library users or helps users find it in print materials, automated databases, or other sources. Answers questions and gives instruction about the use of the library. May select materials for the reference collection or general collections.

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	4 _____ 9/10	7 _____ 9/10	10 _____ 9/10
2 _____ 9/10	5 _____ 9/10	8 _____ 9/10	11 _____ 9/10
3 _____ 9/10	6 _____ 9/10	9 _____ 9/10	12 _____ 9/10

POSITION TITLE: *Cataloger and/or Classifier*

POSITION DESCRIPTION: Organizes all types of material purchased by the library. Describes each item in standard format and assigns access points. Assigns subject headings and classification numbers. May use automated systems. May be involved with only descriptive cataloging or only subject cataloging/classification.

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	3 _____ 9/10	5 _____ 9/10	7 _____ 9/10
2 _____ 9/10	4 _____ 9/10	6 _____ 9/10	8 _____ 9/10

POSITION TITLE: *Collection Development or Selection Librarian/Subject Bibliographer*

POSITION DESCRIPTION: Selects materials of all types. May focus on one or more specialized subject areas. May also facilitate acquisition, organization, and use of library collections. May provide specialized reference service, compile bibliographies of library materials in a subject area, or provide other specialized services.

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	3 _____ 9/10	5 _____ 9/10	7 _____ 9/10
2 _____ 9/10	4 _____ 9/10	6 _____ 9/10	8 _____ 9/10

POSITION TITLE: *Children's and/or Young Adult Services Librarian*

POSITION DESCRIPTION: Plans and conducts library services for children and/or young adults. Advises on reading materials. May select materials for the collection. May plan and conduct special programs and outreach services.

POSITION TITLE: *(if different from above)* _____

Annual Salary	Annual Salary	Annual Salary	Annual Salary
1 _____ 9/10	3 _____ 9/10	5 _____ 9/10	7 _____ 9/10
2 _____ 9/10	4 _____ 9/10	6 _____ 9/10	8 _____ 9/10

A final question: Is your library currently involved or have you been involved within the last three years in any pay equity or other job evaluation/position classification studies?

_____ yes _____ no

If yes, may we contact you at a later date for more information?

_____ yes _____ no

A. Name and title of respondent*: _____

B. Telephone number: ( ) _____

**Neither libraries nor individuals will be identified in the report of this survey. The name of your library is given here so that we can avoid sending reminders to libraries who respond. The name and phone number of the person responding are requested because we may need to contact him or her if we have questions about this return.*

THANK YOU VERY MUCH! Please return by **February 8, 1991** in the enclosed postage paid envelope to:

American Library Association
Office for Research
50 E. Huron Street
Chicago, Illinois 60611

PLACE LABEL HERE

Salaries Paid for Less Than a Twelve Month Year in Academic Libraries

Instructions on the questionnaire told the respondent: If the incumbent works less than a 12-month year (including vacation), please report the salary and circle the appropriate number of months (9 or 10) for which the salary is paid.

A program was written to prorate these salaries to their twelve month equivalents for the purpose of reporting results of this survey. Table G was created to show how often this process was necessary. The first column shows the total number of incumbents for which salaries are reported in each of the three types of academic institutions on the position tables in this report. The second column shows how many were reported as being for nine months and the third column shows the percentage of incumbents in the category (position/type of library) which that number represents. The following columns repeat that pattern for positions reported as being for ten months and then for a combination of nine and ten month salaries.

Table G.

Salaries Paid for Less Than a 12-month Year in Academic Libraries by Position and Type

	ALL INCUMBENTS	9-MONTH		10-MONTH		9 AND 10 MONTH	
POSITION AND TYPE OF LIBRARY	#	#	%	#	%	#	%
Director							
Two-year college	182	12	7	16	9	28	15
Four-year college	121	0	0	4	3	4	3
University	253	2	1	8	3	10	4
Deputy/Associate/Assistant Director							
Two-year college	51	4	8	9	18	13	25
Four-year college	36	1	3	1	3	2	6
University	388	7	2	4	1	11	3
Department Head/Branch Head							
Two-year college	77	13	17	18	23	31	40
Four-year college	101	6	6	8	8	14	14
University	1,392	24	2	26	2	50	4
Reference/Information Librarian							
Two-year college	208	47	23	52	25	99	48
Four-year college	137	13	9	14	10	27	20
University	1,196	52	4	47	4	99	8
Cataloger and/or Classifier							
Two-year college	76	14	18	13	17	27	36
Four-year college	73	0	0	6	8	6	8
University	700	18	3	23	3	41	6
Collection Development Librarian/Subject Bibliographer							
Two-year college	31	10	32	8	26	18	58
Four-year college	17	3	18	3	18	6	35
University	393	7	2	7	2	14	4